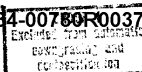


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TABLE II

<u>Dimension</u>	<u>Satisfied</u>	<u>Dissatisfied</u>	<u>Agree</u>	<u>Disagree</u>	<u>Remarks</u>
1. The Work Itself - Overall Attitudes	50-60%	25%			
Must look outside work to make life worthwhile and interesting			41%		
Job requires me to be creative				33%	
Too much time doing clerical tasks			43%		
Present job is not in area of work I wish to remain in permanently			25%		
2. Personal Work Accomplishments	72%	10%			
"At the end of the day I wonder what I have accomplished."			32%	60%	
3. Chance for Promotion	50%	50%			
Chance for Promotion would be better in private industry			50%	10%	
Rate of Promotion will be slower than led to believe.			43%		
4. Salary:					
Adequacy of Actual Salary	50%	33%			
I am not getting paid as much as I would outside Government.			66%		

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TABLE II (Cont)

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<u>Dimension</u>	<u>Satisfied</u>	<u>Dissatisfied</u>	<u>Agree</u>	<u>Disagree</u>	<u>Remarks</u>
5. Importance of Organization's Goals	90%				
The Agency has progressive programs			50%	12%	About 1/3 of Sample was "Undecided"
6. Feelings Toward Co-Workers	90%				Responses on this item were among the most extremely positive ones on entire questionnaire
7. Classroom and On-the-job Training	50-75%	20%			
I am rarely asked to participate in the planning of my career development			52%		
8. Treatment by Supervisor					
In general	75%	13%			9 of the 11 items
I know what supervisor thinks of me and my work	62%	18%			
"My supervisor has little influence on the people above him."			23%	47%	30% Undecided
9. Supervisor's Ability to Understand Nature of Work	75%	10%			
Supervisor has not shown an interest in my career development.			25%	50%	

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TABLE II (Cont)

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<u>Dimension</u>	<u>Satisfied</u>	<u>Dissatisfied</u>	<u>Agree</u>	<u>Disagree</u>	<u>Remarks</u>
10. The Way the Agency Is Run	50%	14%			33% "about as satisfied as I am dissatisfied."
Ability and Judgment of People Who Run the Agency	75%				
Agency's Willingness to Act on New Ideas	75%				
Personnel Programs	50%	20%			30% Undecided
Communications Between Management & Employees	45%	40%			
Too much red tape in Government			73%	12%	
11. Recognition Received for Work					
Work Appropriately Praised or Criticized	68-90%	10%			
Unfair Criticism			3%		
Do not usually receive praise for a good job			20%		
12. Physical Surroundings and Working Conditions	62%	20%			
Have trouble getting enough clerical help			25%		
Office Area is Depressing			25%		

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TABLE II (Cont)

Page 4

<u>Dimension</u>	<u>Satisfied</u>	<u>Dissatisfied</u>	<u>Agree</u>	<u>Disagree</u>	<u>Remarks</u>
Office area provides too little privacy			50%		
Eating facilities were inadequate			50%		
13. Organization's Rules and Regulations					
The way they affect me	75%				
They are not unnecessarily strict or rigid			86%		
14. Impression Job Makes on Family or Friends	75%				
"The Public Looks Down on Government Employees"			30%	48%	21% Undecided

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